Management and Organizations

This presentation will introduce the core concepts of management and organizations, exploring the fundamental principles and practices that drive successful businesses.

Main source: "Management" by Richard L. Daft, 2022 edition

Timur Kogabayev, MSc, PhD Cand, Teaching Professor

Principles of Management, Lecture 1

The Nature of Management

Planning and Organizing

Management involves setting goals, developing strategies, and allocating resources to achieve those goals.

Leading and Motivating

Managers inspire and motivate individuals to work together effectively towards shared objectives.

Controlling and Evaluating

Management involves monitoring progress, assessing performance, and making adjustments to ensure goals are met.

The Evolution of Management Thought

1

Classical Approaches

Focuses on efficiency and scientific methods for achieving organizational goals, emphasizes structure and control.

2

Behavioral Approaches

Focuses on human behavior and motivation within organizations, emphasizes teamwork and employee needs.

3

Quantitative Approaches

Emphasizes mathematical and statistical techniques for decision-making and problem-solving, uses data to optimize operations.

4

Modern Approaches

Combines classical, behavioral, and quantitative approaches, emphasizes adaptability and innovation in today's dynamic environment.

The Environment and Corporate Culture

Organizations are **open systems** that interact with their environments. The environment can be classified into external and internal components.

External environment includes factors like economic conditions, competitors, and customers, while internal environment includes factors like organizational culture, structure, and employees.

Corporate culture represents the **shared values, beliefs, and behaviors** within an organization.

Ethics and Social Responsibility

1

1. Ethical Decision-Making

Managers make decisions that affect the organization and its stakeholders. They must consider the ethical implications of their choices.

2

2. Corporate Social Responsibility

Organizations have a responsibility to operate in a socially responsible manner. This includes environmental stewardship, fair labor practices, and community engagement.

3

3. Stakeholder Engagement

Companies must consider the needs of their stakeholders. This includes employees, customers, investors, and society as a whole.

4

4. Ethical Leadership

Leaders set the ethical tone for the organization. They must model ethical behavior and encourage others to do the same.

Planning and Decision Making

Planning involves **setting goals and objectives, creating strategies, and developing action plans**. Decision making is the process of selecting from a set of alternatives. These two functions are intertwined, as decisions are made within the context of a plan, and planning requires making decisions.

Organizational Structure and Design

Organizational Structure

This refers to the formal arrangement of jobs within an organization. It determines how tasks are divided, grouped, and coordinated.

Organizational Design

This involves making choices about how to structure an organization to achieve its goals. It considers factors such as size, strategy, and technology.

Types of Structures

Common organizational structures include functional, divisional, and matrix structures. Each has strengths and weaknesses that should be considered.

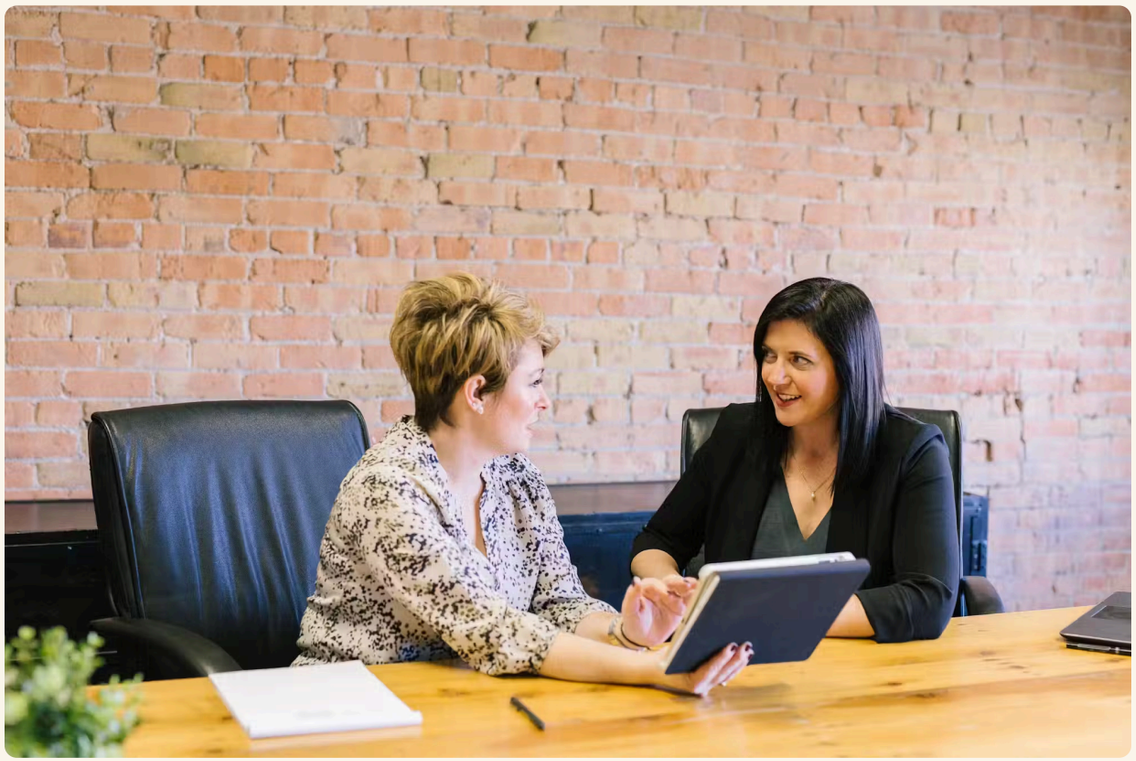
Organizational Chart

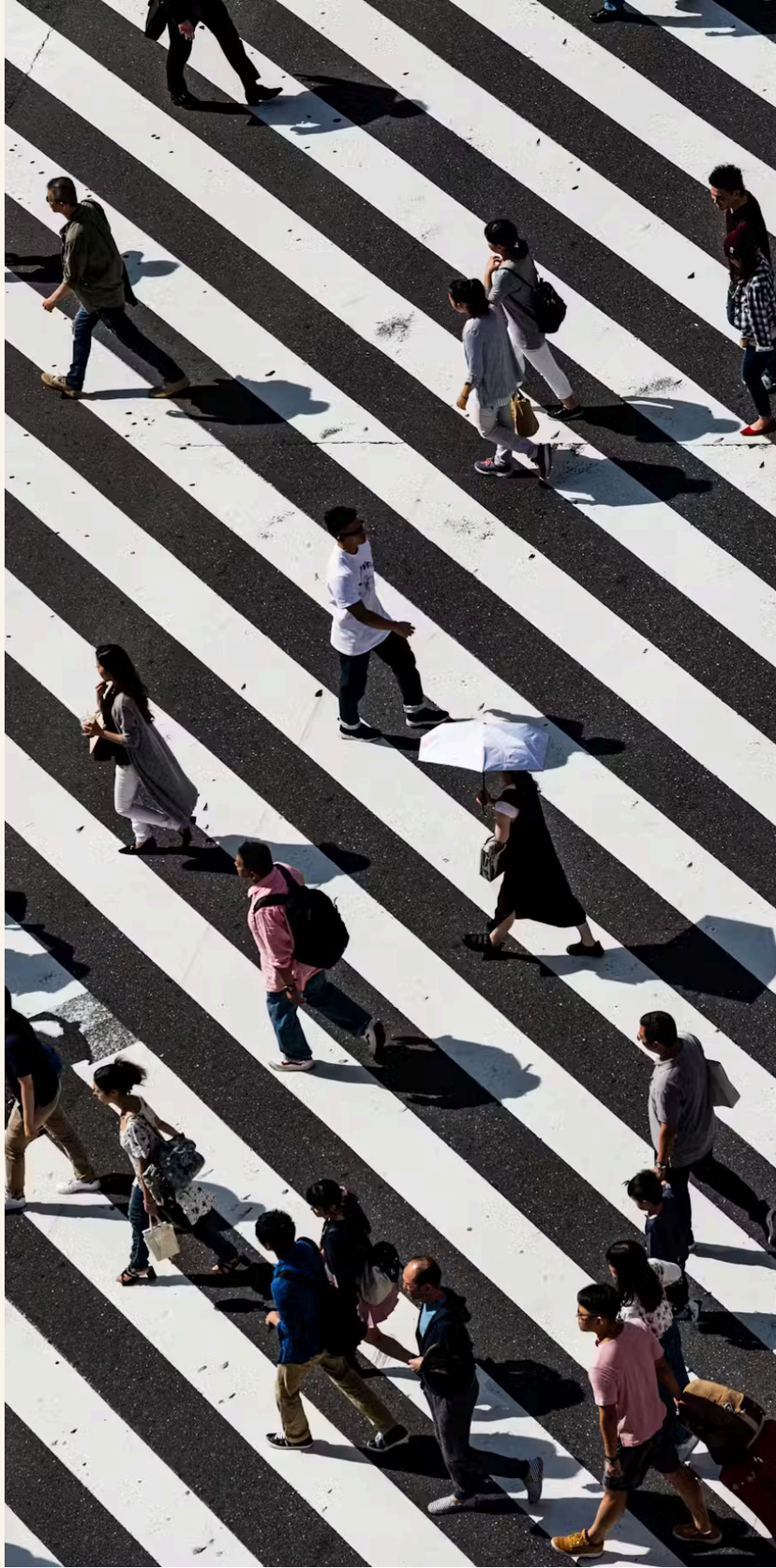
A visual representation of the structure of an organization. It shows the reporting relationships and lines of authority.

Human Resource Management

Human resource management (HRM) involves all aspects of managing the workforce. It is a critical function in any organization. HRM is responsible for attracting, developing, motivating, and retaining the best employees.

This involves a range of activities, including recruitment, selection, training, performance appraisal, compensation, and benefits. Effective HRM can lead to higher employee satisfaction, improved productivity, and a more competitive advantage for the organization.





Motivation and Leadership

Motivation

Understanding what motivates employees is crucial for successful leadership. Leaders use various approaches to motivate individuals and teams to achieve goals.

Leadership Styles

Different leadership styles influence team performance in distinct ways. Effective leaders adapt their approach based on the situation and the needs of their team members.

Team Motivation

Motivating teams requires fostering a positive and collaborative environment. Leaders empower teams to succeed by providing clear direction and support.

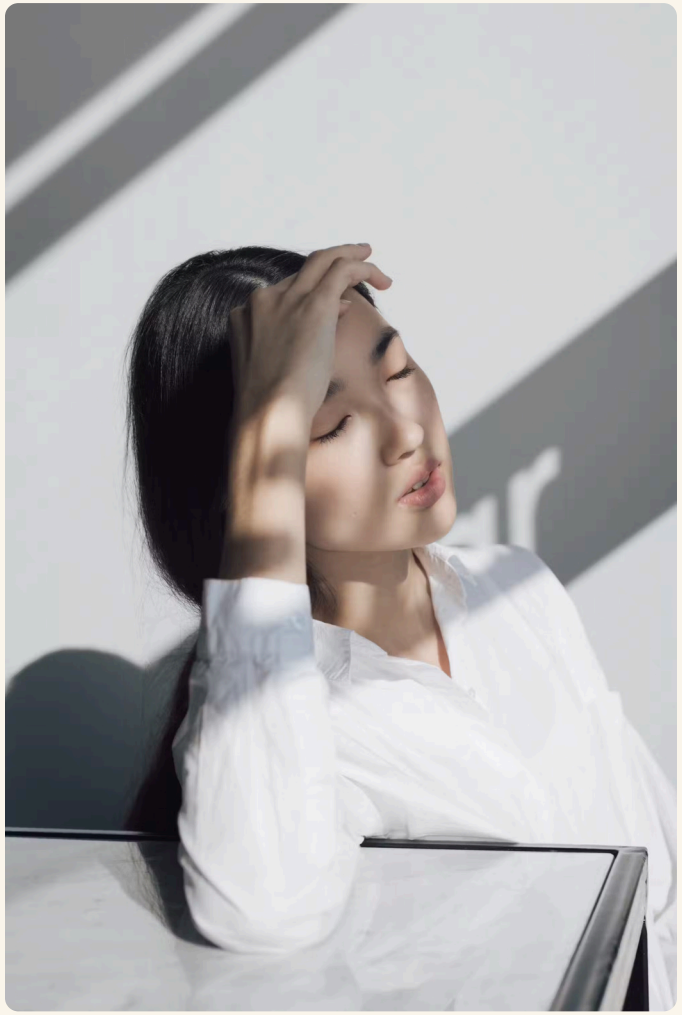
Performance Enhancement

Effective leadership strategies aim to enhance individual and team performance. Leaders provide constructive feedback, recognition, and opportunities for growth.

Teamwork and Communication

Teamwork is essential for organizational success. Teams are groups of people who work together to achieve a common goal. Effective communication is crucial for teamwork. This includes clear and concise communication of goals, expectations, and feedback.

There are different types of teams, each with its strengths and weaknesses. Teams can be formed for specific projects or tasks, or they can be permanent units within an organization. Effective team leadership and a **supportive organizational culture** are essential for teamwork to thrive.



Controlling and Operational Issues

1. ## Performance Measurement

   Establish clear metrics to track progress and identify areas for improvement.

2. ## Quality Control

   Implement procedures to ensure products and services meet established standards.

3. ## Risk Management

   Identify potential threats and develop strategies to mitigate them.

4. ## Change Management

   Develop plans to adapt to evolving circumstances and implement new initiatives.

5. ## Continuous Improvement

   Foster a culture of ongoing learning and strive to enhance processes and outcomes.

Managerial Challenges in the 21st Century

Global Interconnectedness

The world has become a highly interconnected marketplace. Businesses must adapt to diverse cultures and manage global teams. Companies must navigate differing regulations, economic conditions, and cultural nuances.

Rapid Technological Advancements

Rapid advancements in technology require organizations to continually innovate and adapt. Businesses must embrace new technologies and develop the skills needed to thrive in a rapidly evolving digital landscape.

Sustainability and Corporate Social Responsibility

Sustainability is a critical factor for businesses today. Companies are expected to be environmentally conscious and operate ethically. Businesses are held accountable for their impact on the environment and society.

The Rise of the Gig Economy

The gig economy is changing the traditional employer-employee relationship. Organizations must adapt to a flexible workforce and manage a diverse mix of employees, including freelancers and contractors.